

self-interest or theory Hence though it is of the utmost importance to make friends with the head of any organisation, we have generally got much more actual information from his subordinates who are personally occupied with the facts in detail But in no case can any interview be taken as conclusive evidence, even in matters of fact It must never be forgotten that every man is biased by his creed or his self-interest, his class or his views on what is socially expedient If the investigator fails to detect this bias, it may be assumed that it coincides with his own¹ Consequently the fullest advantage of the interview can be obtained only at the later stages of an enquiry, when the student has so far progressed in his analysis that he knows exactly what to ask for "

The temptation to quote extensively from their description of the instruments is great but their advice on this, if not yet universally followed, is universally accepted The method of research actually employed is the Webb method If the results are not up to the sample, they serve, in that, to show how remarkable were the gifts actually brought by the two pioneers to their chosen task If scientific investigation into social and economic phenomena is to "yield new scientific laws" there must, so they say in the preface to *Industrial Democracy*, be posited of the investigator

"The possession of a somewhat rare combination of insight and inventiveness, with the capacity for prolonged and intense reasoning "

This "rare combination" is realised, in their case If insight strikes one as, pre-eminently, her gift, in inventiveness no one has ever surpassed him For reasoning, prolonged and in-

tense, both had a capacity sharpened by
conscious development into a habit These are not imitable gifts,
they are the
gifts that have made their books on Trade
Unionism standard
works, and saved them from the doom of dulness
that is apt to
attach to books in that estimable category In
1898, with
these two volumes behind them, they could say
that the "con-
siderable work" had, indeed, been achieved